

# Karockas D. Watkins

## Chief Executive Officer

*Accomplished Chief Executive Officer increasing revenue by 80% in the last five years for a not for profit company that champions for individuals with disabilities. 25+ years in various leadership roles with a proven record of revenue growth, implementing and sustaining productive cultures at all organizations, while utilizing efficient business practices. Driven for excellence by inspiring others to strive towards common goal and perform at maximum potential.*

<b>Th. D</b> Doctorate of Theology	<b>CBE</b> Certificate in Business Excellence	<b>ECCP</b> Certified Executive Coach and Certified Executive Leadership Coach	<b>EICC</b> Certified in Emotional Intelligence Train the Trainer	<b>Ph. D</b> Doctorate of Philosophy
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### KEY ACCOMPLISHMENTS

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- CEO of a non-profit organization, employing 500 people with an operating budget of \$17 million. Developing and implementing a five-year sustainable remediation plan that continues to grow the once failing company beyond yearly projections to ensure that individuals with disabilities are considered in every facet of Ability Plus' mission and programming.
- Key player in developing company into the most highly regarded organization in Alabama by successfully guiding the company through a rigorous 18-month process to become internationally certified as an elite provider within the state.
- Uniquely connected within the community with 10+ community boards and committees. Maintaining positive relations with the Board Chair and other members of the Board of Directors through communicating opportunities, challenges, operations of the foundations and to liaison between Board and staff.
- Author of four books, free-lance writer for a non-profit magazine, and a Russel G. Brown Executive Leadership Award Finalist 2018.

### EMPLOYMENT HISTORY

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**Ability Plus, Inc.; Huntsville, AL.** — Ability Plus is a 501(c)3 non-profit organization that maintains residential homes and day habilitation center for individuals in North Alabama with intellectual & developmental disabilities. Our homes and services are designed to enhance the lives of our residents with an end goal of enabling lives and dreams.

<http://web.ability-plus.org/>

*Chief Executive Officer/ President/Executive Director*

*04/2014-Present*

- Accountable for 80% growth of revenue and 100% growth in employees over a 6-year period while currently overseeing a \$17 million fiscal budget.
- Responsible for overall management of company operations of 600 employees with all Vice Presidents as direct reports.
- Established a cross function team meeting strategy. Weekly the team reviews change management, operational innovations, and regular actions regarding state policy and filter through budget and cash flow.
- Involved in recruiting and onboarding the Chief Business Officer, VP of Operations, COO, and CFO.
- Establishing vision and future strategic plans for company using innovative technique for growth through leading our team to challenge all areas of work processes that result in higher events per client served and mitigating risk by keeping highly qualified staff employed.
- Provide leadership training and coaching including personal growth plans, performance reviews, and professional development for our top tier leadership team.

- Foster a culture that encourages expansion, motivation, and that retains a diverse staff. Formed a DEI committee and promoted DEI training/workshops that cultivate an environment of diversity and inclusion.
- Create core values and development of new corporate partners and community collaborations to enable continued company growth.
- Strategic planning fundraising and capital campaign initiatives, such as, the Patron Program with friends of Ability Plus, an annual night of honor with community organizations, and built several partnerships with an increase of the revenue budget by 10%.

*Chief Operating Officer/Executive Vice President*

*03/2013-04/2014*

- Initiated restructure and supervision to operational facets of programs and services while ensuring programs maintained accreditation with The Council on Quality and Leadership (CQL) and the Alabama Department of Mental Health.
- Cultivated 55 corporate partners and community collaborations specifically with Special Education school board officials.
- Ensured quality of 120 programs and services designed were from a person-centered perspective.
- Supplied restructuring and supervision to operational facets of programs and services.
- Launched company-wide annual events and activities to promote teamwork and professional development.
- Established an internship program for MSW graduate students through Alabama A & M University. Students gained in depth knowledge of programs and brought innovation and professionalism to the programs at the day center and homes.

**Vision Excellence Company; Huntsville, AL**

*CEO, Executive Leadership Trainer, Coach & Consultant*

*01/2009-Present*

- Served in the capacity of leadership consultant as President/CEO of Vision Excellence Company (VEC) to nonprofits & corporations.
- Executive coaching of banks, non-profit, and private business executives through facilitated 200+ leadership development seminars and workshops.
- Functioned as Executive/Leadership/Life Coach for Eagle Consulting Facilitated various leadership development seminars & workshops.

**Emmanuel The Connection Church; Huntsville, AL**

*Senior Pastor & President of Non-Profit Organization*

*03/1996-Present*

- Developed sustainable partnerships with 8+ community agencies and generated \$100,000+ annually through fundraising efforts.
- Provided leadership training including personal growth plans and professional development for 200 individuals & groups.
- Served as Mentor to Community Outreach Programs. Partnered with community agencies to include Parent and Children Together, City of Decatur Youth Services, Morgan County Jail Systems, Harold Coomer Evangelistic Association, Department of Human Resources, Volunteers of America, Morgan County Systems of Services, Neighborhood Christian Center, and Decatur and Huntsville Housing Authority.

**International Covenant Ministry; Decatur, AL**

*International Trainer*

*08/1997-Present*

- Spearheaded crusades and leadership 250+ conferences in 20+ countries globally as a national and international motivational speaker.
- Fundraising efforts generated for international missions estimated at \$100,000 +.
- Built and implemented 50+ training modules to assist nonprofit leaders in their vision & mission goals.

**General Motors (Delphi-Saginaw); Decatur, AL**

*Senior Manufacturing Project Engineer*

*Jul 1995-Sept 2002*

- Served as project manager of new magna-steer rack and pinion drive gear system
- Was responsible for a team of professionals that included engineers, quality assurance, procurement representatives, and skill trades.
- Senior Engineering oversight of multi-million-dollar assembly line
- Purchased manufacturing equipment, oversaw installation, run off and final operation process of multi-million assembly line.
- Supported the design of several "Error proofing" projects with Quality assurance
- Oversight of new design drawings for production products
- Project management responsibilities of new equipment procurement & implementation of new product line changes
- Developed Quality Plan to meet ISO 9001 requirements
- Was responsible for customer services relationships with various suppliers and vendors

**IBM; Durham, NC**

*Card Manufacturing Engineer*

*Jan 1993-June 1995*

- Served as Project leader of the manufacturing process of printed circuit boards produced by SCI and Texas Instruments including analyzing of manufacturing process and quality
- Served on the research team for early product manufacturing design of printed circuit boards including concept drawings and functionality
- Served on the development team on computer base Network programs: LAN, Kiosk, Cards
- Redesign of ethernet card functionality and process which resulted in 10 million dollars in yearly savings
- Liaison for IBM with various suppliers and business partnerships

**General Motors (Harrison Division); Tuscaloosa, AL**

*Manufacturing Project Engineer*

*Oct 1987-Nov 1992*

- Oversight of manufacturing crimping process of radiator core to plastic injection molded radiator head
- Design of several "Error proofing" operations to ensure a quality product
- Project management for production of new designed radiator which included purchasing, installation and manufacturing operations
- Design of manufacturing layout of JIT assembly process

**Johnson Controls; Tuscaloosa, AL**

*Quality Control Engineering 5<sup>th</sup> Year Partnership*

*Jun 1990-Aug 1992*

- Served as Project leader for injection molding process of plastic radiator tank
- Instrumental in development and implementation of quality control plan to correct radiator tank failure
- Served as project lead for tool and equipment modifications of new tank molding and subassembly process

**COMMUNITY SERVICE/BOARDS/HONORS**

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- Cadence Bank Huntsville Regional Advisory Board
- Leadership Alabama Class XXXI
- Huntsville Hospital Foundation Board
- LAUNCH 2035 Executive Committee
- Huntsville Madison County Chamber of Commerce Executive Committee
- Heart of the Valley YMCA Current Board Chair

- Huntsville Committee of 100
- Huntsville Mayor Tommy Battle's Mobility Advisory Council
- Leadership Huntsville/Madison County Flagship Class L30
- Alabama A&M University School of Business & Public Affairs Advisory Board
- Alabama A&M University Business Cluster Executive Board
- Harold Coomer Evangelism Association Board
- BizPac Current Vice Chair
- Alabama Mental Health Association
- GMI Presidents Council
- 7000 More International Fellowship
- Decatur/Morgan County Chamber of Commerce Workforce Development
- National Coalition of Burned Churches Council
- Team Leader for ICE (Institute for Clergy Excellence)
- Decatur City Schools' Superintendent Advisory Council
- Russel G. Brown Executive Leadership Award Finalist 2018

## **PUBLICATIONS**

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- Free-lance writer for 7000 More Magazine, a non-profit magazine
- Author of thesis, "Developing Injection Molding Process for Saturn 33% Glass Filled Nylon Radiator Tank"
- Book: The Purpose and Power of Mentorship, Author
- Book: ABC's of Influence, Author and Composer
- Book: God-A-Tude, Author
- Book: No Bad Days, Author

## **EDUCATION**

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### ***Graduate Certificate in Business Excellence – 2016***

Vanderbilt University Owen Graduate School of Business, Nashville TN

### ***Doctorate of Philosophy (Ph.D.) – 2007***

North Carolina College of Theology, Wilmington NC

### ***Doctorate of Theology (Th.D.) – 2006***

North Carolina College of Theology, Wilmington NC

### ***Masters of Art in Biblical Studies – 2004***

North Carolina College of Theology, Wilmington NC

### ***Bachelor of Science in Mechanical Engineering – 1993***

Kettering University, Flint MI